

POLICY MANUAL

State Mental Health, Mental Retardation and Substance Abuse Services Board Department of Mental Health, Mental Retardation and Substance Abuse Services

POLICY 3002(CO)86-16 System-wide Staff Training

Authority	Board Minutes Dated <u>October 22, 1986</u> Effective Date <u>November 19, 1986</u> Approved by Board Chairman <u>James C. Windsor</u>
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References	§ 37.1-10, <i>Code of Virginia</i> (1950) as amended, Powers and Duties of the Board Comprehensive State Plan 2004-2010
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Background	<p>There currently exists formal and informal networks for information or resource sharing between training program staff of community services boards, (CSBs) state facilities and the Central Office. Sharing of training resources:</p> <ul style="list-style-type: none">■ Supports the Department's initiative to expand regional partnerships;■ Enables staff to more easily move from hospital to community employment; and■ Provides a more efficient way of utilizing Department funds.
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Purpose	To emphasize the State Board's continued support of the systematic sharing of programs and resources between community and facility providers, especially as it relates to staff development and training policies, that facilitate the delivery of appropriate training to individuals providing direct care services.
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Policy	<p>It is the policy of the State Mental Health, Mental Retardation and Substance Abuse Services Board:</p> <ul style="list-style-type: none">■ To promote and encourage coordination between existing Departmental training functions in state facilities and the Central Office, colleges and universities, other human service agencies, and other public and private training activities outside of the Mental Health, Mental Retardation and Substance Abuse Services system;■ To promote and encourage the use of video teleconferencing and distance learning to share training activities and programs between state facilities, CSBs and the Central Office;
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Policy <i>(continued)</i>	<ul style="list-style-type: none">■ To promote and encourage the sharing of expanded staff development and training resources;■ To promote a consistent philosophy of training activities. Staff training shall be:<ul style="list-style-type: none">• cross disability;• encourage the maximal independence, productivity, and integration of consumers in their natural community environment(s); and• augment the consumer's existing support system;■ To ensure that the Department initiates new and innovative regional staff development and training strategies; and■ To seek, support and promote adequate financial resources to provide system-wide training.
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Monitoring of this Policy	The Commissioner shall assign a staff coordinator who will develop a plan for implementation, monitoring and evaluation of this policy.
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